

Central Intelligence Agency
Washington, D.C. 20505

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Executive Director

NOTE FOR THE D/OP

- ° I am sympathetic with the idea of helping employees take time off for family problems.
- ° However, this administration and current outside studies have tended to consider Federal leave and other benefits as very liberal.
- ° Can't we accomplish the desired result without revising the regulations: handle each circumstance on a case-by-case basis, subject to severity of the problem, leave balance, review of leave pattern, etc.
- ° That way (which may be current practice), the reg. stays simple, Agency management acts with discretion and misperceptions can be avoided. OGC, I note, has no legal problem with judicious use of sick leave for such a purpose, which should be on unusual occurrences.
- ° My push to raise employees' views of personnel management practice certainly includes using DCI special authorities (and, incidentally, I think the DCI should sign off on this variation from the Federal norm). I'm open on this.



STAT

